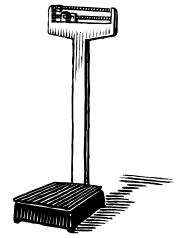




# MARK YOUR CALENDAR!

## City of Fond du Lac Employees 2013 Health Risk Assessments



***Please note: There are some changes for the HRAs this year...***

**2013 Health Risk Assessments will be held in-house on: Aug. 7, 8, 13, 14, 22**  
In addition, the online HRA through Agnesian Know & Go (not UMR) must be completed between August 7, 2013 and October 7, 2013.

Your Health Risk Assessment will consist of:

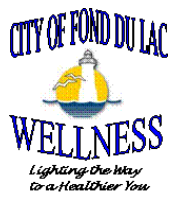
- Height, Weight, Waist, Hip measurements and Blood Pressure, and
- A fasting\*\* blood test analysis consisting of a Lipid/glucose panel, and
- PSA blood draw test for men over the age of 50, and
- Completion of Agnesian Know & Go online HRA – Health Risk Assessment survey.

\*\*To assure accurate results of the blood test, you will need to “fast” for 12 hours prior to the blood draw (*nothing to eat or drink for 12 hours, except for water and any medications that you must take*). Be sure to drink plenty of water during the 12 hour fast. This will help your stomach feel fuller and make the blood draw easier. Please feel free to bring something to eat as soon as your blood test is finished.

Important information:

- **To be eligible for the lower rate for 2014 health insurance deductions, you must have completed both the Agnesian Work & Wellness (formerly IntegNet) HRA and the Agnesian Know & Go online HRA by the specified dates.**
- Schedule your HRA appointment as noted on the next page.
- Save the paperwork you receive from Agnesian Work & Wellness showing your HRA results. You will use this information to verify the data Agnesian uploaded into Know & Go.
- The online assessment (HRA) with Agnesian Know & Go can be accessed within seven days of your HRA and must be completed between August 7, 2013 and October 7, 2013. There will be **no exceptions** outside of these dates.
- **Fire Department** 2013 HRA results from March have been uploaded. You will need to complete the online assessment (HRA) by October 7, 2013.
- A brief (5-10 minute) follow-up is available to you at no cost if you have questions about your HRA results or would like additional explanation. Call Agnesian Work & Wellness to schedule an appointment.
- If you cannot participate on one of the scheduled dates at a City of Fond du Lac employee location, you must schedule an individual appointment with Agnesian Work & Wellness and complete your HRA at Agnesian Work & Wellness between August 7, 2013 and September 20, 2013.
- Personal HRAs with individual doctors will not be accepted for 2013.
- **Your 2013 HRA results will be used as your baseline for your 2014 Biometric Wellness Scorecard.** Please read the handout explaining the 2014 New Biometric Scorecard and changes for 2014. We strongly encourage you to participate in the 2013 HRAs.

(Over)



## 2013 HEALTH RISK ASSESSMENTS SCHEDULE

DATE	LOCATION	TIME	TO SCHEDULE APPOINTMENT, CALL
Wed. Aug. 7 <sup>th</sup>	Municipal Service Center	7:00 am – 9:30 am	Amber – Ext. 3544
Thurs. Aug. 8 <sup>th</sup>	Govt Center Room D & E	7:00 am – 9:30 am	Claire – Ext. 3623
Thurs. Aug. 8 <sup>th</sup>	Police Dept.	6:00 am – 9:00 am	Mary – Ext. 3706
Thurs. Aug. 8 <sup>th</sup>	Police Dept.	1:30 pm – 4:30 pm	Mary – Ext. 3706
Tues. Aug. 13 <sup>th</sup>	Govt Center Room D & E	7:00 am – 9:30 am	Claire – Ext. 3623
Wed. Aug. 14 <sup>th</sup>	Municipal Service Center	7:00 am – 9:30 am	Amber – Ext. 3544
Thurs. Aug. 22 <sup>nd</sup>	Govt Center Room D & E	7:00 am – 9:30 am	Claire – Ext. 3623
Aug. 7 <sup>th</sup> –Sept. 20 <sup>th</sup>	Agnesian Work & Wellness (formerly IntegNet at St. Agnes Hospital)	As available	920-926-5666

If these dates and times are not convenient, you may call Agnesian Work & Wellness at 920/926-5666 to schedule an appointment between August 7, 2013 and September 20, 2013. Appointments will not be available after September 20, 2013 so that you can receive your paperwork and complete the online Agnesian Know & Go HRA by the October 7, 2013 deadline.

Spouses interested in participating in an HRA and the Know & Go online assessment may do so at no cost to them. The deadlines noted above apply. Your spouse will need to: 1) contact Jackie Braatz at 322-3624 to be given access to the online Agnesian Know & Go portal, and 2) schedule an assessment directly with Agnesian Work & Wellness (Spouse HRAs can only be completed at Agnesian.)

**To receive the lower insurance rate for 2014, (1) the HRA must be completed with Agnesian Work & Wellness, either at an appointment time listed above, or scheduled on your own at their location, AND (2) the Agnesian Know & Go online HRA must be completed, both within the deadlines noted.**

Agnesian Work & Wellness will provide us with the list of individuals participating. Please note that appointments with and documentation from personal physicians will not be allowed for the 2013 HRAs.

**Your 2013 HRA results will be used as your baseline for your 2014 Biometric Wellness Scorecard.** Please read the handout explaining the 2014 New Biometric Scorecard and changes for 2014. We strongly encourage you to participate in the 2013 HRAs.



# City of Fond du Lac Employees 2014 New Biometric Scorecard

The City of Fond du Lac Wellness Program is moving toward a biometric scorecard. Why? Because a biometric scorecard has a greater impact on improving employee health. The biometric scorecard will be used beginning in 2014 and will affect 2015 employee health insurance contributions.

Your 2013 HRA will be used as the baseline for the 10% improvements made in 2014. For this reason, **it is highly recommended that you participate in the upcoming 2013 HRAs.\***

## What is a biometric scorecard?

Instead of earning points for participating in and self-reporting various wellness activities, the HRA results make up the scorecard.

## How will points be earned in 2014?

Biometric	HRA Result	Points Earned
Systolic blood pressure (top number)	Less than 140	25 points
Diastolic blood pressure (bottom number)	Less than 90	20 points
Tobacco use (cotinine test)	No use of tobacco	15 points
Body Mass Index (BMI)	Less than 27.5 or 10% improvement over BMI Score from 2013 HRA*	15 points
LDL Cholesterol	Less than 160 or 10% improvement over LDL Cholesterol from 2013 HRA*	13 points
HDL Cholesterol	Greater than 35 or 10% improvement over HDL Cholesterol from 2013 HRA*	12 points
Health Coaching – Optional (Available Oct. 8, 2013 through July 31, 2014)	At least 3 health appointments with Agnesian health coach	Optional 15 points
Total Points Available		115
Points Needed for Highest Wellness Reward		84

## How will my earned points affect my health insurance contributions for 2015?

We currently reward employees who participate in the HRA by lowering the employee portion of the premium. In 2015 there will be two levels of rewards: one for participating in the HRA (as we do now) and a second reward for reaching or exceeding the goal points.

No HRA	2015 Health Insurance Employee Contribution
HRA Participant	2015 Reduced Health Insurance Employee Contribution
HRA Participant earning 84 or more points	2015 Further Reduced Health Insurance Employee Contribution

## Are there alternative ways to earn the highest reward?

Yes! Employees are able to work with an Agnesian Corporate Care Clinic nurse practitioner or an Agnesian health coach to seek alternative achievement criteria if necessary.

(Over)

**What is health coaching?**

We have contracted with Agnesian to provide health coaching to interested employees. A health coach provides encouragement to utilize personal strengths and values to create change. Health coaching sessions are 15-20 minutes in length and will be available in person or by telephone. These are collaborative sessions discussing personal needs and wellness goals. Employees who participate in at least three sessions with an Agnesian health coach between October 8, 2013 and July 31, 2014 will earn an additional 15 points for their 2014 scorecard.

**How do I achieve and document a 10% improvement in BMI, LDL, or HDL?**

Agnesian will compare your 2013 HRA results in these areas with your 2014 results and assign any earned points accordingly. This is why participating in the 2013 HRAs could be significant for you. Using the health coaching services paid for by the City of Fond du Lac will be a resource for you and you can earn additional scorecard points by participating in at least three sessions. In addition, your health care provider will be another important resource for you.

**Does the City of Fond du Lac receive the details of my scorecard information?**

No! Agnesian will only provide Human Resources with a summary list of employees and points earned. (This is not the same as the Wellness Score you will see on Know & Go.) No one at the City of Fond du Lac will have access to employee HRA information. The summary report will be used to assign employees to the appropriate health insurance contributions.

**Will more detailed information be provided?**

Yes! Keep in mind that the 2013 HRAs will be handled similar to 2012. Employees who participate in the 2013 HRA and the online Know & Go questionnaire are eligible for the lower employee health insurance contribution rates for 2014. The 2014 biometric scorecard will affect 2015 employee health insurance contributions. More detailed information will be provided in late fall, 2013.

**More questions?**

Feel free to contact Jackie Braatz at [jbraatz@fdl.wi.gov](mailto:jbraatz@fdl.wi.gov) or 322-3624, or a member of the wellness team:

Kathryn Blatz	<a href="mailto:kblatz@fdl.wi.gov">kblatz@fdl.wi.gov</a>	322-3600
Tina Braun	<a href="mailto:tbraun@fdl.wi.gov">tbraun@fdl.wi.gov</a>	
Lynn Gilles	<a href="mailto:lgilles@fdl.wi.gov">lgilles@fdl.wi.gov</a>	322-3652
Sarah Harbridge	<a href="mailto:sharbridge@fdl.wi.gov">sharbridge@fdl.wi.gov</a>	322-3475
Todd Janquart	<a href="mailto:tjanquart@fdl.wi.gov">tjanquart@fdl.wi.gov</a>	322-3839
Mary Leb	<a href="mailto:leb@fdlpl.org">leb@fdlpl.org</a>	322-3935
Claire Zakos	<a href="mailto:czakos@fdl.wi.gov">czakos@fdl.wi.gov</a>	322-3623

*Your health plan is committed to helping you achieve your best health status. Rewards for participating in a wellness program are available to all employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact us at [jbraatz@fdl.wi.gov](mailto:jbraatz@fdl.wi.gov) or 920/322-3624 and we will work with you to find a wellness program with the same reward that is right for you in light of your health status.*